

UNIVERSITY OF CALIFORNIA

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SANTA BARBARA • SANTA CRUZ

OFFICE OF THE VICE PRESIDENT
HUMAN RESOURCES

OFFICE OF THE PRESIDENT
300 Lakeside Drive, 10th Floor
Oakland, CA 94612-3550

June 29, 2017
Via US Mail & Electronic Mail

Jamie McDole
Chief Negotiator
UPTe-CWA 9119
P.O. Box 4443
Berkeley, CA 94704

RE: University of California's Initial Proposal for 2017 UPTe-UC Health Care Professionals (HX) Successor Bargaining

Dear Jamie:

In accordance with 47, Duration, of the HX Agreement between UPTe and the University of California, this letter will serve as the University's notice of intent to negotiate a successor Agreement. The University proposes the following changes in the articles listed below:

Article	Title	
1	Agreement	Eliminate the University's notice obligations with regard to new classifications / titles outside of the HX bargaining unit.
2	Access	Electronic distribution of the agreement in lieu of printing the contract. Align new employee orientation with other medical center-based bargaining units.
3	Arbitration Procedure	Provide for electronic filing of appeals. Clarify arbitration proceedings. Update arbitrator list.
4	Campus Closure	Current contract language.
5	Compensation	Provide appropriate salary structure and merit based adjustments.
6	Corrective Action Discipline	Provide for electronic notice.
7	Union Dues- Agency Fee Deductions	Update to comply with current processes. Eliminate the University's obligation to collect agency fees should the law change.
8	Grievance Procedure	Provide for electronic filing of grievances and appeals. Increase timelines to respond to grievances.

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		Update procedure in compliance with the University's SVSH Policy.
9	Health and Safety	Updates to this article in compliance with applicable law, University policies, and/or current practices.
10	Holidays	Current contract language.
11	Hours of Work	Update schedule posting requirements.
12	Job Posting	Current contract language.
13	Layoff and Reduction in Time	Modify seniority. Align notice periods with other medical center-based bargaining units. Modify rights provided to laid off employee.
14	Leaves of Absence	Updates to this article in compliance with applicable law, University policies, and/or current practices.
15	Leave of Absence for Union Business	Update reimbursement rates to the University and the effects of non-payment.
16	Management Rights	Current contract language.
17	Medical Separation	Updates to this article in compliance with applicable law, University policies, and/or current practices.
18	Military Leave	Updates to this article in compliance with applicable law, University policies, and/or current practices.
19	Moving Expenses	Current contract language.
20	Multiple Appointments	Current contract language.
21	No Strikes	Current contract language.
22	Nondiscrimination in Employment	Updates to this article in compliance with applicable law, University policies, and/or current practices.
23	Out of Classification Assignments	Current contract language.
24	Parking	Provide parking under the same terms as for policy-covered staff employees at each location and eliminate the University's notice and meeting obligations.
25	Performance Evaluation	Current contract language.
26	Personnel Files	Current contract language.
27	Positions	Modify terms under which a limited appointment employee may convert to career status. Eliminate special per diem rights.
28	Probationary Period	Modify conditions under which a probationary period must be served. Modify credit for time worked in limited appointments.
29	Professional Development	Current contract language.

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	and Education Leave	
30	Reasonable Accommodation	Updates to this article in compliance with applicable law, University policies, and/or current practices.
31	Reclassification Review	Current contract language.
32	Release Time for Bargaining	Modify pre-bargaining release time and notice requirements.
33	Resignation Job Abandonment	Clarify rescission time period.
34	Severability	Current contract language.
35	Shift Differential	Current contract language.
36	Sick Leave	Updates to this article in compliance with applicable law, University policies, and/or current practices. Extend PTO to all locations where PTO is offered.
37	Subcontracting	Current contract language.
38	Travel Reimbursement	Current contract language.
39	Uniforms	Current contract language.
40	UC Health and Welfare Benefits	Provide health and welfare benefits on the same basis that they are provided to policy-covered staff employees.
41	UC Retirement and Savings Plan	Provide retirement benefits on the same basis that they are provided to policy-covered staff employees.
42	Vacation	Eliminate reference to A&PS. Decrease notice time of maximum accruals and eliminate ability to accrue over maximum. Extend PTO to all locations where PTO is offered.
43	Waiver	Current contract language.
44	Work Rules	Current contract language.
45	Work Incurred Injury or Illness	Updates to this article in compliance with applicable law, University policies, and/or current practices.
46	Work Place Committees	Current contract language.
47	Duration	Multi-year agreement
48	Respectful and Fair Treatment	Current contract language.

Appendix A	Wages	Update
Appendix B-1	Enumeration of University Benefits	Delete
Appendix B-2	2014 Medical Plan Costs	Delete
Appendix C	List of Arbitrators	Update
Appendix D	Grievance Form	Update, if needed
Appendix E	Sideletter – Inactive HX Titles	Keep
Appendix F	UC Davis Med Center Premium Pay for Holidays	Keep
Appendix G	Sideletter – UC San Francisco Holidays	Keep
Appendix H	Parking	Delete

Appendix I	Sideletter – UCLA-UCLAMC Experience Based Placement within Ranges 6-6-07	Keep
Appendix J	Sideletter – PTO at UCLA Medical Center	Keep

Side Letter - PTO Opt-Out Procedure for Dietitian II's and Senior Dietitians	Keep
Side Letter - U.C. and UPTE Case Manager Accretion	Keep
Side Letter – Specialty Certification - UCLA	Keep
Side Letter – UCLA Speech Pathologists	Keep
Side Letter – Retiree Health Trust Fund	Delete
Side Letter – Notification Addresses	Update

The University reserves the right to add, amend or delete any proposals, or bargain over additional topics throughout the negotiations process.

Sincerely,



Patty Donnelly
Manager, Labor Relations

Enclosure: POS

Cc: Executive Director Chester
Manager Pollard
University Management Bargaining Team